

LOS ANGELES COUNTY DEPARTMENT OF MENTAL HEALTH – PLANNING DIVISION CULTURAL COMPETENCY COMMITTEE MEETING

Date: October 13, 2010

Present: Ilda Aharonian, Sandra Chang-Ptasinski, Keren Goldberg, Julie Ho, Martin Jones (via phone), Naga Kasarabada, Ruby Quintana (for Anahid Assatourian and Leticia Ximenez), Tammi Robles, Krista Scholton (via phone), John Sheehe, Greg Hooker (for Kimberly Spears)

Absent: Anahid Assatourian, Kelli Blanchfield, Sylvia Guerrero, Diane Guillory, Rebecca Hall, Adrienne Hament, Ann Lee, Rose Lopez, Kumar Menon, James Randall, Kimberly Spears, Karen Sprague, Albert Thompson, Leticia Ximenez

Agenda Items	Comments/Discussion/Recommendations/Conclusions
Welcome & Introductions	Attendee introductions Ruby Quintana announced that she might become the representative for SA 4 and replace Leticia Ximenez
Review of Minutes	August 11, 2010 minutes approved and seconded as written.
Action Items	<ul style="list-style-type: none"> • Training Discussion – Julie Ho <ul style="list-style-type: none"> a) Planning of Conferences – based on the different entities that put on the conferences and if there is funding available. b) Topic Selection for Trainings – driven by programs and age groups. Children programs do a Needs Assessment with their FSP and FCCS providers to get a sense of what trainings are needed. For Childrens', most trainings are for ages 0-5. Training selection is also dictated by the MHSA Stakeholder process within each of the Service Areas, making it very complex when trying to set up a system wide training when each SA/Age Group has its own agenda and training needs. Even scheduling dates and times is complicated since so many different entities are working independently as opposed to a centralized system.

	<p>Question asked of Julie about WebX: What is the percentage of trainings being conducted over the web? Number is very small; it is a slow process and some of the Training Coordinators have been trained on how to put trainings online. Training materials need to get processed through the Board of Supervisors and the Executive Management Team before the materials can even be released for production onto the web. Luis Escalante is working on some mandatory trainings as is Office of Affirmative Action.</p> <p>Another question regarding trainings such as Non Violent Crisis Intervention, which are mandatory but recently been offered only twice a year, will they be offered at a higher frequency again? Can send in a Training Request for a specific training. The requester would need to fax the form to the Training Division, Attn Elaine Powell. She will review then assign to a training coordinator. The person who coordinated most of the mandatory trainings was out on sick leave but has now returned so those will be rolling out again.</p> <p>Discussion on incorporation of cultural competency into all the training. The Training Division has developed a handout for the trainers so before they sign the contract, they can see what is required in regards to cultural competency incorporation into the training curriculum to ensure cultural competency is addressed as a learning objective and integrated in the training.</p> <p>Discussion of additions to training: Are the trainings being selected on issues that affect certain cultural groups served by DMH? Example is High Risk Behavior Screenings such as the high rates of HIV infection among African Americans and meth use among Latinas. Is there adequate training to the clinicians to do high risk behavior screenings for those groups and filling a need within a cultural group?</p> <p>Ilda Aharonian stated that CIMH is developing Tool Kits for FSP programs and the latest kits are being developed around cultural competency for each age group (she is a member of the Childrens' Subcommittee.) She mentioned the California Brief Multicultural Competence Scale as a helpful tool as it assesses the cultural competency of staff. Attached to this assessment is a training based around African-American, Asian-American, Latino, and American Indian there was also talk about revision to include LGBTQ. The question was raised if DMH could adopt this training. Sandra Chang explained that it is being looked at by Training and Planning Division' administrators. The impeding factors in obtaining this tool are the cost of the program</p>
--	---

	<p>and the length of time, 32 hours over 4 days for the basic training. There is interest from CCC members to learn more about the CBMCS – this information will be obtained and scheduled for a future meeting.</p> <p>Ilda asked if the CCC would like to participate by providing feedback that she can forward to the other FSP Toolkit subcommittees. Her idea was well received as this would be a good way for Los Angeles County Department of Mental Health, Cultural Competency Committee to be involved in informing the process of a specific cultural competency process. Immediate feedback to CCC: Since each county in CA has a mental health department with a Cultural Competency Committee, not everyone can be a formal part of the State's committee. Each Ethnic Services Manager of each county is the representative, therefore he/she can inform the committee of news that might be of relevance and bring back the recommendations/suggestions.</p> <p>c) How can CCC play an active role in bringing the ideas forward to the Training Division? Training Coordinators meet weekly for a Policy/Procedure Meeting which Rebecca has attended in past. If recommendations want to be put together and presented, it can be done. This is not the committee that will evaluate trainings on a scale of 1-4 on cultural competency as Elaine Powell has not implemented that committee.</p> <ul style="list-style-type: none"> • Media – Sandra Chang presented information received from Kathleen Piché stating that it would be easy for CCC to have a CC item placed in the eNews and will be sending Sandra Chang-Ptasinski the guidelines for submission. The paragraph or information that would be included in the eNews would need to be submitted one week before the eNews is posted, no later than Wednesday and 400 words or less. • eNews Bulletin CC Item – Can be used as a vehicle of dispersing information on several CC topics such as: a) CC – Did you Know ; b) QI data on service utilization; c) announcement of trainings/conferences that are culturally competent; d) introduce the diversity of staff with DMH; e) provide information on the CC Organization Assessment; f) other topics as they develop – meetings; and g) link each quarter with some cultural news like Black History Month, Hispanic American Month, Asian American, etc, and give information regarding event or history.
--	---

	<p>Need to organize and decide on items like who is taking charge, who will put item together, how soon will we begin, etc. Suggested launch January 2011 on a quarterly basis</p> <p>Suggested names – name suggestions will be emailed and voted on next month:</p> <ul style="list-style-type: none"> • Cultural Corner or Cultural Competency Corner, except the position would need be in corner of eNews • Did You Know • Diversity Corner or something with Diversity in the name • Down with Diversity – positioned at the bottom of newsletter. • Talking About Culture <p>Topics:</p> <ul style="list-style-type: none"> • Should be tied to mental health, well-being and culture • A piece showing the diversity of cultures within DMH and how we want to serve the communities. • Making a game of something like Match Picture to Culture or Language Spoken • For future – allow feedback from readers like questions/comments or suggestions about what cultural competency is or what they want to read. <ul style="list-style-type: none"> • Productivity & Investment Fund (PIF) – Keren Goldberg gave a brief informative session. Money comes out of the Los Angeles County Commission on Quality and Productivity. This commission is not tied to any department but is countywide. Every fiscal year they are given a lump sum of money from the CEO's office and told to seek projects that are occurring in various county departments that will raise service to the citizens of Los Angeles County. By supporting these projects for one to three years, the Department is able to demonstrate to the Board of Supervisors how valuable these projects are and the Board can increase the regular budget so the project can continue. If, as a committee, we could find a project that we believe is valuable in terms of cultural competency create something that could be an example of a CC project that could drastically improve the Department. However, the Department could not be in the position to fund, especially under the current fiscal conditions. Keren will bring the description of the fund for next meeting. <p>Ilda had a thought about launching a campaign on Anti-Bullying. Look at creating something from DMH stating that bullying may lead to suicide and how do we help victims</p>
--	---

	<p>but also how do we help intervene the bully's and get them to stop that destructive behavior. Look at something that would not only raise awareness but also lead to skills building.</p> <ul style="list-style-type: none"> Review of Strategic Plan – Goal 2: Eliminate disparities in mental health services, especially those due to race, ethnicity and culture. Goal 4: Create and enhance a culturally diverse, client- and family-driven, mental health workforce capable of meeting the needs of our diverse communities.
Updates	<ul style="list-style-type: none"> CC Plan – Working on completing information needed for specifically Criterion 8, which is needed from the contractors like forms, policy/procedures, threshold languages represented in their workforce, who they serve, etc. A survey will be posted online and sent to 120 legal entities that bill to DMH. MC Audit Corrections – When State did the audit, DMH did very well in assessing the linguistic capabilities of staff but not so well on assessing the cultural capabilities of staff. CC staff is working with HR and Training Division to generate a procedure that looks at CC-related mandatory trainings that can be phased in for new employees then see how the rest of staff can get in line for these trainings. EMT Translation Approval – The list of the forms that need translations and Executive Management Team has made a recommendation to first focus on client signage forms.
CC Trainings	Listed on Agenda
Next Meeting	<ul style="list-style-type: none"> Wednesday, November 10, 2010, 1:30pm to 3:30 pm 695 S. Vermont Ave, 15th Floor Glass Conference Room

Respectfully Submitted,